

1 UNITED STATES DISTRICT COURT
2 DISTRICT OF OREGON
3 PORTLAND DIVISION
4

5 KELLY CAHILL, SARA JOHNSTON,)
6 LINDSAY ELIZABETH, and HEATHER)
7 HENDER, individually and on)
8 behalf of others similarly)
9 situated,)

10 Plaintiffs,)

11 v.) 3:18-cv-01477-JR

12 NIKE, INC., an Oregon)
13 corporation,)
14 Defendant.)

15
16 DEPOSITION OF LAUREN ANDERSON

17 January 21, 2021

18 Thursday

19 9:07 A.M.
20

21 THE VIDEOCONFERENCE VIDEO-RECORDED
22 DEPOSITION OF LAUREN ANDERSON was taken at
23 Portland, Oregon, before Jan R. Duiven, CSR, FCRR,
24 RPR, CRC, Certified Shorthand Reporter in and for
25 the State of Oregon.

Page 1

1 did not -- when there were additional projects or 12:09:16
2 special projects to be worked on, those weren't 12:09:20
3 things that I would have access to. 12:09:24

4 Q. Okay. Any other ways that you believe 12:09:38
5 [REDACTED] did not help advance your career? 12:09:41

6 A. That seems like a pretty big list. I 12:09:43
7 mean, that seems like the list I can think of 12:09:50
8 right now. 12:09:52

9 Q. Okay. So anything else that you 12:09:53
10 recall as we sit here today? 12:09:54

11 A. I mean, there -- there are -- what -- 12:09:57
12 what details -- what other details do you -- 12:10:04
13 should I be providing you with at this point in 12:10:08
14 time? I mean, there was an incident -- 12:10:10

15 Q. Well -- 12:10:12

16 A. There was an incident that when we 12:10:12
17 were at on off-site where he was extremely 12:10:14
18 disrespectful. He -- in the middle of a -- you 12:10:17
19 know, it was a social gathering at night with a 12:10:24
20 bunch of our coworkers. It was basically our 12:10:26
21 whole team. 12:10:29

22 He stood in front of me with his 12:10:30
23 crotch in my face and was like, "Suck my balls." 12:10:34
24 Doesn't really help you with your coworkers and 12:10:41
25 colleagues to have someone doing that to you. 12:10:43

Page 123

1 Later in the evening, we were outside, 12:10:47
2 and I was with some of my -- again, some of my 12:10:53
3 coworkers and they were passing a joint around and 12:10:56
4 someone handed it to me, and I handed it to 12:10:58
5 someone else because I don't smoke. And then he, 12:11:01
6 in front of all these people, said, "What are you 12:11:04
7 going to do, report me to HR?" You know, implying 12:11:06
8 that I was going to rat somebody out for something 12:11:12
9 which I didn't care what they were doing. 12:11:14

10 But it was a group of guys and, I 12:11:16
11 mean, there were plenty of instances like that 12:11:18
12 where the group of guys who were his friends were 12:11:21
13 in an inner circle that I, as a woman, was not 12:11:24
14 choosing to be part of those situations nor put 12:11:28
15 myself in an uncomfortable position with him any 12:11:32
16 way I could. 12:11:35

17 Q. Okay. Any other ways in which you 12:11:45
18 felt that [REDACTED] did not help advance your 12:11:47
19 career or set you backwards that you haven't 12:11:49
20 already told me about? 12:11:52

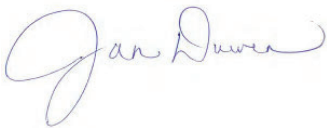
21 A. Not that I can think of right now. 12:11:54

22 Q. Okay. Let's see. And you told me 12:12:11
23 that [REDACTED] -- you felt that [REDACTED] did 12:12:21
24 not help advance your career because he was 12:12:26
25 unavailable to you and uninterested in your work? 12:12:27

1 CERTIFICATE

2
3
4 I, Jan R. Duiven, CSR, FCRR, CRC,
5 RPR, a Certified Shorthand Reporter for the State
6 of Oregon, do hereby certify that, pursuant to
7 stipulation of counsel for the respective parties
8 hereinbefore set forth, LAUREN ANDERSON appeared
9 virtually before me at the time and place set
10 forth in the caption hereof; that at said time and
11 place I reported in Stenotype all testimony
12 adduced and other oral proceedings had in the
13 foregoing matter; that thereafter my notes were
14 reduced to typewriting under my direction; and
15 that the foregoing transcript, pages 1 to 161,
16 both inclusive, constitutes a full, true, and
17 accurate record of all such testimony adduced and
18 oral proceedings had, and of the whole thereof.

19 Witness my hand at Eugene, Oregon,
20 this 30th day of January, 2021.

21 
22

23 Jan R. Duiven, CSR, FCRR, CRC, RPR

24 CSR No. 96-0327

25 Expiration Date: September 30, 2023

Page 162

UNITED STATES DISTRICT COURT
DISTRICT OF OREGON
PORTLAND DIVISION

KELLY CAHILL, SARA JOHNSTON,)
LINDSAY ELIZABETH, and HEATHER)
HENDER, individually and on)
behalf of others similarly)
situated,)
Plaintiffs,)
v.) 3:18-cv-01477-JR
NIKE, INC., an Oregon)
corporation,)
Defendant.)

DEPOSITION OF LAUREN ANDERSON
VOLUME II
February 5, 2021
Friday
9:01 A.M.

THE VIDEOCONFERENCE VIDEO-RECORDED
DEPOSITION OF LAUREN ANDERSON was taken at
Portland, Oregon, before Jan R. Duiven, CSR, FCRR,
RPR, CRC, Certified Shorthand Reporter in and for
the State of Oregon.

1 with your prior testimony where you told me that 15:50:09
2 you became a director again after you took the 15:50:10
3 U-band role? 15:50:14

4 MR. BLAKE: Objection. Vague and 15:50:15
5 ambiguous. 15:50:18

6 A. But I hadn't -- if I hadn't been in a 15:50:18
7 position where I was forced to take a U-band role, 15:50:21
8 then at the time I took a director role, I would 15:50:23
9 have hopefully been and probably been competing 15:50:26
10 for senior director roles. 15:50:29

11 BY MS. ZABELE: 15:50:32

12 Q. Okay. But you don't know for sure 15:50:32
13 that that would be the case. You're just 15:50:34
14 speculating. Right? 15:50:35

15 A. I don't know for sure it's not the 15:50:36
16 case. 15:50:37

17 Q. I know. But you don't know for sure 15:50:38
18 that it would have been the case. Correct? 15:50:41

19 MR. BLAKE: Objection. 15:50:42
20 Argumentative. Calls for speculation. 15:50:42

21 A. No. 15:50:51

22 MS. ZABELE: Okay. So all right. 15:50:52

23 Let's take a look at the MOR complaint. 15:50:56

24 (Deposition Exhibit No. 206

25 marked for identification.)

1 BY MS. ZABELE: 15:51:55

2 Q. Okay. I've marked as Exhibit 206 a 15:51:55

3 multipage document Bates-stamped Nike_00023458 to 15:51:57

4 00023460. 15:52:05

5 Ms. Anderson, please let me know when 15:52:09

6 you have Exhibit 206 in front of you. 15:52:10

7 A. Yes. 15:52:20

8 Q. Okay. So you told me earlier that 15:52:20

9 after you had a conversation with Lauren Sherman, 15:52:24

10 you submitted a complaint through Nike's Matter of 15:52:26

11 Respect hotline. Is that right? 15:52:33

12 A. Yes. 15:52:37

13 Q. Okay. So was that a number you called 15:52:39

14 to make the complaint, like a telephone number? 15:52:40

15 A. Yes. It was a telephone number. 15:52:44

16 Q. Okay. And you -- okay. So maybe 15:52:45

17 let's -- you may not have seen it in this format 15:52:55

18 before, so maybe let's just go through it. At the 15:52:57

19 top of Exhibit 206 -- actually, strike that. 15:53:01

20 Let's do this. If you can look at the 15:53:09

21 second page of Exhibit 206, at the top there's 15:53:11

22 some text that starts, "October 2015." Do you see 15:53:16

23 that? 15:53:19

24 A. Yes. 15:53:23

25 Q. Okay. Could you please read that and 15:53:24

Page 205

1 let me know if you think that this is an accurate 15:53:26
2 and true reflection of the complaint that you 15:53:31
3 submitted to Nike's Matter of Respect hotline? 15:53:33
4 A. Yes. I've read this. Yes. It's 15:54:17
5 accurate. 15:54:19
6 Q. Okay. Sorry. Go ahead. 15:54:20
7 A. I said, yes, it was accurate. 15:54:23
8 Q. Ah. Thank you. Okay. Okay. So now 15:54:25
9 if I can ask you to look at the top of the first 15:54:32
10 page of Exhibit 206. At the very top on the 15:54:34
11 left-hand side, it says, "Report initiated," and 15:54:39
12 then just to the right of that, it says, 15:54:42
13 "2018-03-22." Do you see that? 15:54:46
14 A. Yes. 15:54:48
15 Q. Okay. Okay. And is that the date 15:54:50
16 that you submitted this complaint through the 15:54:52
17 Matter of Respect hotline, March 22nd, 2018? 15:54:54
18 A. Yes. 15:54:57
19 Q. Okay. And this was based on an 15:54:59
20 incident that had occurred in October 2015. 15:55:11
21 Correct? 15:55:13
22 A. Yes. 15:55:13
23 Q. Okay. So then looking at, again, the 15:55:23
24 top of the second page, it says, "October 2015, 15:55:25
25 the entire digital" -- sorry. Strike that. 15:55:29

Page 206

1 So I'll just read through your 15:55:30
2 complaint as reflected on the top of the second 15:55:39
3 page of Exhibit 206. So it says, "October 2015, 15:55:41
4 the entire digital brand group was in Seattle for 15:55:44
5 an off-site. After a day of working, we had 15:55:46
6 dinner and then were out as a group having 15:55:49
7 drinks." Do you see that? 15:55:53
8 A. Yes. 15:55:55
9 Q. Who was the -- who was in attendance? 15:55:55
10 Like who was the group that was out having drinks? 15:56:01
11 A. The digital brand marketing team. I 15:56:07
12 think just about the entire team. 15:56:10
13 Q. Okay. And then the second paragraph 15:56:12
14 there just underneath it states, "During the 15:56:32
15 evening our group was sitting around low tables 15:56:36
16 and [REDACTED] ended up standing in front of me, crotch 15:56:39
17 in my face, and made a comment about sucking his 15:56:43
18 dick." Do you see that? 15:56:45
19 A. Uh-huh. 15:56:48
20 Q. Okay. And the next sentence says, 15:56:48
21 "The entire group who was present didn't exactly 15:56:51
22 know what to do." Do you see that too? 15:56:53
23 A. Yes. 15:56:56
24 Q. Okay. So who witnessed [REDACTED] or 15:56:57
25 [REDACTED] standing in front of you, crotch in your 15:57:03

Page 207

1 face, and making a comment about sucking his dick? 15:57:09

2 A. I mean, the -- the team was there. We 15:57:12

3 were all sitting around at the table at the bar. 15:57:16

4 [REDACTED] were sitting 15:57:21

5 closest to me, like next to me, and witnessed it 15:57:25

6 directly. 15:57:28

7 Q. Who else was there? 15:57:30

8 A. I mean, it was -- it was the whole 15:57:31

9 group. 15:57:35

10 Q. Yeah. Who would that be? 15:57:36

11 A. I mean, everybody who was on the 15:57:39

12 digital team. It would have been -- I mean, I 15:57:41

13 don't -- I don't remember everybody. I mean, but 15:57:45

14 [REDACTED], a 15:57:47

15 couple of the design guys. There were some design 15:57:57

16 guys there who were part of the team who did our 15:58:00

17 photo shoots. 15:58:04

18 I think at that point in time Kelly 15:58:07

19 was not in the hotel lobby, but had gone back to 15:58:09

20 bed. I certainly told her about it the next 15:58:12

21 morning as did other people who were there. I 15:58:16

22 don't remember all the people on the team. 15:58:25

23 Q. Anyone else that you haven't told me 15:58:27

24 about specifically who witnessed this? 15:58:30

25 A. I mean, like I said, I can't -- I 15:58:35

1 can't remember everybody's name. This was a while 15:58:38
2 ago. And they're not people who -- 15:58:39
3 Q. Okay. I understand you can't remember 15:58:43
4 everybody, but anyone who was there that you 15:58:44
5 recall that you haven't listed? 15:58:46
6 A. Not -- not that I recall, but there 15:58:49
7 were at least a dozen people there at the time. 15:58:55
8 Q. Okay. And then if you look at the 15:59:02
9 third line/paragraph at the top of the second page 15:59:05
10 of Exhibit 206, you reported, "Kelly Cahill is 15:59:11
11 also a witness to this. She has since left Nike, 15:59:16
12 but she was my manager at the time of the 15:59:18
13 incident." Do you see that? 15:59:20
14 A. Yes. 15:59:21
15 Q. So did Kelly Cahill witness the 15:59:22
16 incident or not? 15:59:25
17 A. I -- I don't recall that she was still 15:59:28
18 there that night. 15:59:31
19 Q. Okay. But you said in your complaint 15:59:36
20 to the Matter of Respect hotline that she was? 15:59:38
21 A. Well, it seems like I did. 15:59:41
22 Q. Okay. And you'd agree it's important 15:59:48
23 to be accurate and truthful when submitting a 15:59:50
24 complaint like this to Nike's internal hotline. 15:59:53
25 Correct? 15:59:57

Page 209

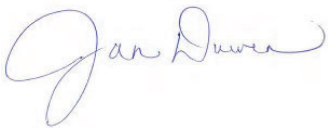
1 within Nike. At this time, we would like to let 16:17:35
2 you know that steps have been taken to address 16:17:38
3 your concerns." Do you see that? 16:17:41
4 A. Yes. 16:17:42
5 Q. Okay. And so I guess I'll ask this. 16:17:43
6 Did you receive this email from Ms. Nunez dated 16:17:56
7 August 3rd, 2018? 16:17:59
8 A. Yes. 16:18:01
9 Q. Okay. And does this reflect -- 16:18:01
10 refresh your recollection that Ms. Nunez contacted 16:18:04
11 you to let you know the investigation into your 16:18:07
12 Matter of Respect complaint regarding [REDACTED] 16:18:10
13 had been concluded? 16:18:15
14 A. Yes. 16:18:17
15 Q. And [REDACTED] is no longer with Nike. 16:18:18
16 Correct? 16:18:28
17 A. Correct. 16:18:28
18 Q. Do you know why he's no longer with 16:18:34
19 Nike? 16:18:35
20 A. I believe he was let go. 16:18:35
21 Q. Do you know when that occurred? 16:18:43
22 A. It was -- I think it was the summer of 16:18:45
23 2018 when all the heads rolled. There were a lot 16:18:51
24 of senior leaders who left or were let go. 16:18:53
25 Q. Okay. And do you feel that Ms. Nunez 16:19:04

Page 220

CERTIFICATE

I, Jan R. Duiven, CSR, FCRR, CRC, RPR, a Certified Shorthand Reporter for the State of Oregon, do hereby certify that, pursuant to stipulation of counsel for the respective parties hereinbefore set forth, LAUREN ANDERSON appeared virtually before me at the time and place set forth in the caption hereof; that at said time and place I reported in Stenotype all testimony adduced and other oral proceedings had in the foregoing matter; that thereafter my notes were reduced to typewriting under my direction; and that the foregoing transcript, pages 1 to 229, both inclusive, constitutes a full, true, and accurate record of all such testimony adduced and oral proceedings had, and of the whole thereof.

Witness my hand at Eugene, Oregon, this 17th day of February, 2021.



Jan R. Duiven, CSR, FCRR, CRC, RPR

CSR No. 96-0327

Expiration Date: September 30, 2023

Page 230